

The 21-Day Racial Equity Challenge

Hosted by the Region 10 Diversity Committee

During the months of February and March 2024, the NACADA Region 10 members are invited to participate in the 21-day Racial Equity Challenge. Members who choose to participate can follow the below syllabus of daily resources or can seek out their own actions and tools to participate. The Diversity committee will be hosting a panel at the Region 10 Conference where the 21-Day Racial Equity Challenge will be discussed.



The purpose of the 21-Day Racial Equity Challenge is to engage in deep reflection and practical thinking on how to integrate racial equity into one's life and career. Each day, participants are invited to engage with select resources (such as an article, video or podcast), and take opportunities to reflect on the content. Please choose to participate as much or as little as you would like each day.

Daily Resources to Choose:

This list is adapted from the following sources:

- [The 21-Day Racial Equity Challenge at Heller](#)
- [American Bar Association's 21-day challenge syllabus](#)
- [Dr. Eddie Moore, Jr.'s 21-Day Racial Equity Habit Building Challenge](#)

Utilize either **21-Day Challenge Tracking Tools** after engaging in materials daily.

- [Tracking Tool- Excel](#)
- [Tracking Tool-PDF](#)

Join the NACADA Region 10 [Facebook Group!](#)

Special thanks to Regions 4 and 7 for introducing us to this challenge and for sharing their resources.

Day of the Challenge	21-Day Racial Equity Challenge Daily Readings and Resources
Day 1	<ul style="list-style-type: none"> ● I'm not your inspiration, thank you very much, Young, Stella, (Video Clip), (April, 2014) ● America Wasn't a Democracy, Until Black Americans Made It One, The New York Times (Aug 14, 2019) ● The Strength of Black Families: The Elusive Ties of Perspective and Praxis in Social Work Education ● Hiram Revels: First African American Senator, Senate.gov (Feb 25, 2020) ● I Am Not Your Negro - Future of America, (Video Clip) (Feb 3, 2017)
Day 2	<ul style="list-style-type: none"> ● Two part: <ul style="list-style-type: none"> ○ 1. Watch This Is America, Childish Gambino ○ 2. Read: An Expert's Take on the Symbolism in Childish Gambino's 'This Is America' Video, Time (May 7, 2018) ● How to Not (Accidentally) Raise a Racist, Longest Shortest Time Podcast (March 8, 2017) ● The Windows and Mirrors of Your Child's Bookshelf, TEDxTalks (Mar 18, 2016)
Day 3	<ul style="list-style-type: none"> ● The Case for Reparations, The Atlantic (May 21, 2014) ● Hip Hop's History, BrandeisNOW, (Aug 10, 2023) ● George Floyd & The Enduring Disregard For Black Humanity, Refinery29 (May 25, 2023) ● In Defense of Looting, NPR Code Switch (Aug 27, 2020)
Day 4	<ul style="list-style-type: none"> ● Your Black Colleagues May Look Like They Are Okay – Chances Are They Are Not, Refinery29 (May 28 2020) ● A Sociologist Examines The “White Fragility” That Prevents White Americans From Confronting Racism, New Yorker (Jul 23, 2018) ● Your Silence Is a Knee on My Neck, The Player's Tribune (May 30, 2020)
Day 5	<ul style="list-style-type: none"> ● Let's Get to the Root of Racial Injustice, TEDTalks (Mar 21, 2016) ● Gordon Parks, Artist Bio ● Jean-Michel Basquiat

Day 6	<ul style="list-style-type: none"> ● Project Implicit, Implicit Association Test (IAT), (This exercise requires navigating the sign up for the tests, which includes answering a series of questions for the researchers) ● Racial Reckoning: IAT Awareness, Strengths and Weaknesses (PPT) ● You Cannot Divorce Race From Immigration, Jose Antonio Vargas Says, Morning Edition (May 8, 2019)
Day 7	<ul style="list-style-type: none"> ● Dear anti-racist allies: Here's how to respond to microaggressions, CNN (Jun 6, 2020) ● 63 Black Harvard Students Share Their Experiences In A Powerful Photo Project, BuzzFeed (Mar 3, 2014) ● A Crooked Seat at the Table: Black and Alone in an Honors Class, Learning for Justice (Oct 1, 2019) ● This Massachusetts Teenager Got Accepted to Every Ivy League University, Black Enterprise (May 28 2020)
Day 8	<ul style="list-style-type: none"> ● Bryan Stevenson On What Well Meaning White People Need To Know About Race: An interview with Harvard University-trained public defense lawyer Bryan Stevenson on racial trauma, segregation, and listening to marginalized voices, Pacific Standard (updated Feb 18, 2019) ● Avoiding Racial Equity Detours (Educational Leadership (Apr 2019) ● Racial Stereotyping, TedX Talks (Dec 16, 2020) ● Asian Artists
Day 9	<ul style="list-style-type: none"> ● Media portrayals of black men contribute to police violence, Rutgers study says, EurekAlert! Science News (Nov 29, 2018) ● Short Checklist for Allies Against Racism, Raible, John (rev. April 2009) ● When the media misrepresents black men, the effects are felt in the real world, The Guardian (Aug. 12, 2015) ● Profiles in Perseverance, CNN (Feb 1, 2021)

Day 10	<ul style="list-style-type: none"> ● Seeing White, S2 E2: How Race Was Made (14-part series podcast, 2017) ● Transformative Justice: A Brief Description, TransformHarm.org ● Frida Kahlo Art/Bio ● Latino/a Artists
Day 11	<ul style="list-style-type: none"> ● More than 50% of homeless families are black, government report finds, ABCNews (Jan 22, 2020) ● The Inheritance of Black Poverty: It's All About the Men, Brooking (Mar 22, 2018) ● How to Begin Talking About Race in the Workplace, Knowledge at Wharton (June 15, 2020) ● Social Identities and Systems of Oppression, National Museum of African History & Culture, Smithsonian (n.d.)
Day 12	<ul style="list-style-type: none"> ● Black Art is dangerous because it marries the personal and the political, The Guardian (Feb 22, 2015) ● Bryan Stevenson '85, "We can't recover from this history until we deal with it." Harvard Law School Youtube (Jan 30, 2019) ● How White People Got Made, Medium (Oct 17, 2014)
Day 13	<ul style="list-style-type: none"> ● Girlhood Interrupted: The Erasure of Black Girls' Childhood, Georgetown Law Center on Poverty and Inequality ● How Black Girls Aren't Presumed to Be Innocent: A new study finds that adults view them as less child-like and less in need of protection than their white peers, The Atlantic (Jun 29, 2017) ● 10 Black Women Innovators and the Awesome Things They Brought Us, Yes! Magazine (Mar 21, 2016)

<p>Day 14</p>	<ul style="list-style-type: none"> ● Perspectives in Poetry: <ul style="list-style-type: none"> ○ Richard Wright - Between the World and Me, Author Bio ○ Langston Hughes - Harlem, Author Bio ○ June Jordan - Poem for Ms. Fannie Lou Hamer, Author Bio ○ Audre Lorde - Who Said it Was Simple, Author Bio ○ Alice Walker - The World Rising, Author Bio ● Perspectives on Change <ul style="list-style-type: none"> ○ The Beatles – Revolution #1 ○ Nina Simone - Mississippi Goddam ○ Sam Cooke- A Change Is Gonna Come
<p>Day 15</p>	<ul style="list-style-type: none"> ● Unpacking the Invisible Knapsack of White Privilege, The National Seed Project ● 9 Black Female Artists, These Women Redefine Art, ThatSister.com (Aug 18, 2022) ● Ableism, National Conference for Community and Justice, (2024)
<p>Day 16</p>	<ul style="list-style-type: none"> ● White gay privilege exists all year, but it is particularly hurtful during Pride, NBC News (June 30, 2019) ● Laverne Cox Talks about Intersectionality at Harvard (Video clips) (Mar 11, 2014) ● Black Trans Lives Matter, TEDxTalks (Apr 22, 2019)
<p>Day 17</p>	<ul style="list-style-type: none"> ● How Long ‘Til Black Future Month? The Toxins of Speculative Fiction, and the Antidote that is Janelle Monae, N. K. Jemisin Blog (Sept 30, 2012) ● Afrofuturism, Looking Back at Tomorrow Podcast (Jan 19, 2019) ● 15 African American Inventors to Remember This Black History Month and Beyond, The Oprah Magazine (Jan 19, 2023)
<p>Day 18</p>	<ul style="list-style-type: none"> ● 9 Phrases Allies Can Say When Called Out Instead of Getting Defensive, Everyday Feminism (May 29, 2017) ● Stress and the Mental Health of Populations of Color: Advancing Our Understanding of Race-related Stressors, NCBI (Dec 1, 2019) ● Hair Love, Oscar®-Winning Short Film, Sony Pictures Animation (Dec 5, 2019)

<p>Day 19</p>	<ul style="list-style-type: none"> ● <i>4 Questions About Hair that Black Girls Are Tired of Answering</i>, HuffPost (Feb 14, 2020) ● <i>Exclusive: Rep. Ayanna Pressley Reveals Beautiful Bald Head and Discusses Alopecia for the First Time</i>, The Root (Jan 16, 2020) ● <i>Katherine Johnson Biography</i>, Nasa.gov ● <i>16 Lesser-Known Quotes From Influential Civil Rights Leaders</i>, Huffpost (Jan 22, 2024)
<p>Day 20</p>	<ul style="list-style-type: none"> ● <i>Celebrating resilience - reframing the narrative around our students</i>, TEDxTalks (Mar 8, 2014) ● <i>Covid-19 has inflamed racism against Asian-Americans. Here's how to fight back</i>, CNN (Apr 11, 2020) ● <i>The Asian American Response to Black Lives Matter Is Part of a Long, Complicated History</i>, TIME (Jun 26, 2020) ● <i>How Will They Know I'm Black?</i> Longest Shortest Time Podcast (June 5, 2019)
<p>Day 21</p>	<ul style="list-style-type: none"> ● <i>Who is "Karen" and Why Does She Keep Calling the Police on Black Men?</i>, On the Media (Podcast) (May 29, 2020) ● <i>How A Long-Ago Map Created Racial Boundaries That Still Define Boston</i>, GBH News (Nov 12, 2019) ● <i>Mutual aid networks find roots in communities of color</i>, AP News (Jan 21, 2021) ● <i>8 Black Inventors Who Made Daily Life Easier</i>, History.com (Feb 16, 2021)